



GLENTHORNE HIGH SCHOOL

EQUALITY & DIVERSITY POLICY

Glenthorne High School is committed to equality and valuing diversity and actively supports practices that promote genuine equality of opportunity for all staff and young people.

Glenthorne High School is part of the Willow Learning Trust (WLT). The school abides by the WLT Equality Policy, found on the school and WLT website.

1. Introduction

Glenthorne High School is committed to promoting a positive and diverse culture in which all staff and young people are valued and supported to fulfil their potential irrespective of their age, disability, race, religion, belief, sex or sexual orientation.

We recognise our obligations under the Equality Act 2010 and are committed to promoting the equality and diversity of all those we work with especially our employees, pupils, young people and visitors. We oppose all forms of unlawful and unfair discrimination, bullying and harassment and will make every effort to comply with the requirements of the Act and its subsequent provisions.

This policy and all associated procedures apply to all staff (including volunteers and students on placement), young people and visitors and should be read in conjunction with the following policies:

- Anti-Bullying Policy
- Complaints Policy
- E-Safety and Multi-Media Policy
- Health and Safety Policy
- Behaviour Policy
- Off-Site Visits Policy
- Privacy Policy
- Recruitment and Selection Policy
- Safeguarding and Child Protection Policy
- Whistle Blowing Policy

Failure to comply with these policies and procedures may result in disciplinary action. Discriminatory treatment, bullying or harassment of staff or young people by visitors will also not be tolerated.

2. Compliance

Compliance with the Equality Act 2010 is the responsibility of all members of staff. Glenthorne High School does not condone any act of direct discrimination, indirect discrimination, harassment or victimisation. Any breach of this policy may lead to disciplinary action.

3. Definitions

The Equality Act covers nine protected characteristics upon which discrimination is unlawful:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity/paternity
- race
- religion or belief
- sex
- sexual orientation

For further information on types of unlawful discrimination see Appendix 1.

4. Objectives

1. To ensure no person at Glenthorne High School is treated less favourably because of their race, disability, sex, age, religion, sexual orientation, gender reassignment or because they are pregnant or entitled to maternity/paternity leave
2. To ensure that pupils with places in the ASD Base are fully integrated into the school community and to promote collaboration and friendships between pupils within and beyond the Base
3. To monitor and respond to any homophobic bullying by categorising this form of discrimination separately, in the same way as racist bullying is logged on SIMS
4. To ensure that all staff are aware of the Equality Policy and that training enables the school to achieve its objectives
5. To celebrate diversity in our school through a range of events, such as the assembly programme, LGBTQ+ groups and multi-cultural month
6. To ensure all SEND students have equal access to curriculum and extra-curricular activities
7. To continue to develop the access to the site and site events for pupils, parents/carers, staff and visitors through discussion with individuals as to how to meet their needs

5. Roles and responsibilities

The designated senior member of staff with overall responsibility for all equality and diversity matters at Glenthorne High School is the Headteacher, supported by the Deputy Headteacher (Inclusion). For further information on the roles and responsibilities of the Designated Person see Appendix 2.

It is the responsibility of all staff to:

- Treat colleagues, young people and visitors with dignity and respect; and avoid behaving in any manner that may give rise to claims of discrimination, harassment or victimisation
- Support and participate in any measures introduced to promote equality and diversity
- Actively challenge discrimination and disadvantage in accordance with their responsibilities
- Report any issues associated with equality and diversity in accordance with this policy

It is important to appreciate that an employee is personally responsible for their own acts of discrimination, harassment or victimisation carried out during their employment, whether or not the employer is also liable. Any attempt to instruct, cause or induce another person to discriminate, harass or victimise a third person will also amount to unlawful discrimination and any employee doing so will be subject to disciplinary action.

6. Duty to make reasonable adjustments

We will actively seek to make reasonable adjustments, where there is a need to ensure that a disabled person has the same access to everything as a non-disabled person, as far as is reasonable. We will take positive and proactive steps to remove, reduce or prevent the obstacles faced by a disabled individual, as far as is reasonable.

7. Admissions policy

Our admissions criteria are defined under the admissions policy and are applied consistently to every young person, irrespective of any protected characteristic, save that where necessary reasonable adjustments are made to enable disabled candidates to access our banding tests and aptitude tests.

8. Curriculum delivery

The curriculum is crucial to tackling inequalities for pupils including race and gender stereotyping, preventing bullying and raising attainment for certain groups. The principles of equality and diversity are embedded in our academic and social curriculum. We continue to develop resources to challenge stereotypical images and to model positive images and show a balanced view of the diverse and multicultural society of the school, the local community and the wider community.

Positive and proactive steps will be taken to prevent discrimination against, or victimisation of, any young person in the provision of education or access to any benefit, facility or service including educational trips, work experience and leisure activities.

9. Behaviour policy

Reasonable adjustments to the Behaviour Policy will be made for any pupil with a disability. Examples of appropriate reasonable adjustments include ensuring that the young person receives 3 warnings for behaviours linked to their disability before a sanction is issued, changes to detention or sanction arrangements, and support including issuing a time-out pass or providing in-class support.

The decision to suspend or permanently exclude a child is a last resort. Our exclusion criteria are defined within the behaviour policy and are applied consistently to every young person, irrespective of any protected characteristic, although reasonable adjustments may be made for young people with a disability including reducing or avoiding the exclusion.

10. Recruitment and selection

All employees, whether part-time, full-time, temporary or permanent will be treated fairly and equally.

We will avoid unlawful discrimination in all aspects of employment including recruitment, promotion, opportunities for training, pay and benefits, discipline and selection for redundancy. Selections will be made on the basis of aptitude, ability and/or merit, where appropriate.

Where appropriate, Glenthorne High School will endeavour to make all reasonable and effective adjustments during the recruitment and selection process. Where recruitment and selection is carried out by a third party, on behalf of Glenthorne High School, we will take all reasonable steps to ensure they adhere to the principles of this policy.

11. Reporting and recording incidents of discrimination and harassment

All incidents of discriminatory treatment, bullying and harassment must be reported to senior staff and recorded as soon as is reasonably possible (and in any event within 24 hours of the incident). All bullying-related incidents (confirmed or otherwise), will be addressed in accordance with our Anti-Bullying Policy.

12. Complaints and grievances

If an individual believes that they have been discriminated against, harassed or victimised, they are asked to follow our complaints or grievance procedure.

13. Implementation, monitoring, evaluation and review

The designated senior member of staff with overall responsibility for the implementation, monitoring and evaluation of the 'Equality and Diversity Policy' is the Headteacher.

The success of this policy will be monitored through:

- Analysis of attainment and progress of key groups
- Monitoring of attendance issues for key groups
- Classroom observation and analysis
- Analysis of exclusions for key groups

The designated member of staff is also responsible for ensuring that all young people, staff, parents/carers and placing local authorities are aware of our policy. Additional support would also be provided to any parent or significant person, wishing to know more about the policy and procedures outlined above. A copy of this policy document is available for inspection on the premises during office hours and an electronic copy is posted on our website

www.glenthorne.sutton.sch.uk

This policy document will be reviewed and publicised in writing at least annually and, if necessary, more frequently in response to any significant incidents or new developments in national, local and organisational policy, guidance and practice.

This Policy was agreed: December 2023

This Policy is due for review: December 2024

Appendix 1

Types of unlawful discrimination

Direct discrimination occurs when someone is treated less favourably than another person because of a protected characteristic (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex sexual orientation).

Discrimination by association is direct discrimination against someone because they associate with another person who possesses a protected characteristic.

Perception discrimination is direct discrimination against an individual because others think they possess a particular protected characteristic. It applies even if the person does not actually possess that characteristic.

Indirect Discrimination occurs when a condition, provision, policy or practice applies to everyone but particularly disadvantages people who share a protected characteristic and it cannot be shown to be a proportionate means of achieving a legitimate aim.

Discrimination arising from disability occurs when you treat a disabled person unfavourably because of something connected with their disability and cannot justify such treatment. Discrimination arising from disability is different from direct and indirect discrimination.

Harassment occurs when a person is subject to “unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual”.

Third-party harassment occurs where, during the course of their duties, an employee is harassed by an individual or individuals who are not under the direct control of Glenthorne High School and the harassment relates to a protected characteristic.

Victimisation occurs when an individual is subject to a detriment because they have made an allegation of, or given evidence about, the treatment of any individual (including themselves) who has been subject to any of the above.

Any individual making allegations of a false, malicious or vexatious nature would not be protected against victimisation and will be subject to disciplinary action.

Appendix 2

Roles and responsibilities

The designated senior member of staff with overall responsibility for all equality and diversity matters at Glenthorne High School is the Headteacher, supported by the Deputy Headteacher (Inclusion).

The role of the Designated Person is to:

- Create an environment in which all members of the community are expected to treat one another with mutual respect, dignity and tolerance.
- Ensure that Glenthorne High School complies with equality legislation
- Ensure all policies, practices and procedures, associated with equality and diversity, including admissions, curriculum, recruitment and selection are implemented
- To make effective and reasonable adjustments where appropriate to meet the individual needs of staff, young people and others who may have business with Glenthorne High School
- Ensure that all staff are aware of and follow Glenthorne High School's policy; and receive appropriate equality and diversity training, in accordance with their roles and responsibilities
- Take 'all reasonable steps' to prevent discrimination, harassment and victimisation from taking place
- Take responsibility for recording, managing and analysing incidents of discrimination, harassment and victimisation in accordance with Glenthorne High School's policies, procedures and guidance.

It is the responsibility of all staff to:

- Treat colleagues, young people and visitors with dignity and respect; and avoid behaving in any manner that may give rise to claims of discrimination, harassment or victimisation
- Support and participate in any measures introduced to promote equality and diversity
- Actively challenge discrimination and disadvantage in accordance with their responsibilities
- Report any issues associated with equality and diversity in accordance with this policy

It is important to appreciate that an employee is personally responsible for their own acts of discrimination, harassment or victimisation carried out during their employment, whether or not the employer is also liable.

Any attempt to instruct, cause or induce another person to discriminate, harass or victimise a third person will also amount to unlawful discrimination and any employee caught doing so will be subject to disciplinary action.